

Dept. of Transportation Facts – FY '12

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General Information

Address: 800 Lincoln Way
Ames, IA 50010

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 2,777	# PT EEs: 12	# Temporary EEs: 35	Average Length of Service: 16.24
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Span of Control: 12.73	Total Unemployment Insurance Claims: 95
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	18	45-54	1,097	<25	0	45-54	117	# of Females:	674	# of Males:	2,103
25-34	319	55-64	697	25-34	4	55-64	61	% of WF:	24.27%	% of WF:	75.73%
35-44	612	65+	34	35-44	33	65+	3	Average Age:	48.62	Average Age:	47.93
Employee Average Age: 48.10				Supervisor Average Age: 51.21				Average Length of Service: 17.26		Average Length of Service: 15.91	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	124	# of Non-minorities:	2,646	# African-American:	41	# of "did not respond":	7
% of Workforce:	4.47%	% of Workforce:	95.28%	# Asian/Pacific Island:	29	% of Workforce:	0.25%
Average Age:	48.69	Average Age:	48.09	# Am. Indian/Alaskan:	31	Average Age:	40.24
Average Length of Service:	17.75	Average Length of Service:	16.20	# Hispanic or Latino:	23	Average Length of Service:	4.52

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	138	# of Persons With No Disabilities:	2,016	# of "did not respond":	623
% of Workforce:	4.97%	% of Workforce:	72.60%	% of Workforce:	22.43%
Average Age:	52.25	Average Age:	48.38	Average Age:	46.27
Average Length of Service:	21.50	Average Length of Service:	16.85	Average Length of Service:	13.10

Officials/Administrators EEO Category 1: 182	Professionals EEO Category 2: 528	Technicians EEO Category 3: 486	Protective Service: Sworn EEO Category 4: 111
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 269	Skilled Craft EEO Category 7: 1,178	Service/Maintenance EEO Category 8: 23

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 40	Transfer In: N/A
Retirements: 51	All Terminations: 17	Voluntary Quits: 35	Transfer Out: N/A

# of Classes Used: 161	Most Populous Classes: Highway Tech Associate (603), Equipment Operator Senior (122), Highway Technician (122)		
Separations - By Class:	Highway Technician Associate (18), Equipment Operator Senior (5), Garage Operations Assistant (5)		
# Eligible for Retirement:	15 Prot Serv 814 General – in next 5 years	% Eligible (Prot Serv): 13.51%	% Eligible (General): 30.53%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$1,351,161.14	Sick Leave Payouts: \$103,044.77	Annual Payroll: \$166,263,857.23	Avg. Base Salary: \$56,588.88	Overtime Days Worked: 18,880.8
Overtime Cost: \$3,656,342.45	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$13,536,549.34	Vacation Days Earned: 60,504.1	Vacation Used Expense: \$12,787,316.08	Vacation Days Taken: 56,433.4	
Sick Leave Days Earned: 42,060.8	Reg. Sick Leave Used Expense: \$4,388,146.90	Reg. Sick Leave Days Used: 21,319.5	Converted Sick Leave To Vacation Days Used: 5,500.9	
Sick Leave -Earned Value: \$8,804,859.38		Avg. Sick Leave Days Per EE: 7.68	Converted Sick Leave To Vacation Used Expense: \$459,959.44	
Injury Leave Used Expense: \$39,272.08	Injury Leave Days Used: 442.7	Classification Appeals: 3	Reclassifications Up (Filled): 26 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$202,321.60	Grievances Contract Grievances: 33 Disciplinary: 13 Language: 20 Non-Contract Grievances: 1 Disciplinary: 1 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$N/A	Funeral Days Used: N/A	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$N/A	Jury Leave Days Used: N/A	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012